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1986-87 national faculty salary survey by discipline and rank

in private colleges and universities

College and University Personnel Association

1986-87 national faculty salary survey by discipline and rank in private colleges and universities

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
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The organization is a professional association which serves higher education by providing its institutions and human resource professionals with developmental opportunities and technical assistance for the effective management of human resources. The Association exists to facilitate the exchange of ideas, to conduct research and analysis, and to transmit information which will enhance the state of the art as well as professional growth and development.

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TABLE OF CONTENTS

Page

ACKNOWLEDGMENTS ii

INTRODUCTION 1

The Background 1

The Need 1

Applications 2

SURVEY RESULTS 3

Methodology 3

Analysis of Data 3

Definition of Terms 3

Examples of Analyses 4

Size of the Sample 5

Average Salary 5

High and Low Salaries 5

Faculty Mix Percentage (FAC MIX PCT) 5

Salary Factor 6

APPENDIX A - LIST OF SELECTED DISCIPLINES 7

APPENDIX B - THE DATA TABLES 11

APPENDIX C - LIST OF PARTICIPATING INSTITUTIONS 23

ACKNOWLEDGMENTS

This *CUPA 1986-87 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association, headquartered in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

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Finally, very special thanks go to those 478 private college and university presidents and chancellors who participated in this survey.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot survey of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar-type survey but with many more disciplines/program areas was mounted for *private colleges and universities* with 299 institutions participating. Subsequently, 355 private colleges and universities participated in 1983-84, 446 participated in 1984-85, 440 participated in 1985-86, and 478 participated this academic year, 1986-87. In all, over the period of five years (1982-83 through 1986-87), 762 private colleges and universities have participated in the CUPA national faculty salary surveys by discipline and rank at least once. One hundred four (104) institutions have participated in each of the five years of the survey.

This 1986-87 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1986-87), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in *A Classification of Instructional Programs* and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that these current data can be effectively used by line administrators in a timely fashion.

For the third straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculties. It is anticipated that this will continue so that "special studies" can be subsequently effectuated for requesting institutions at a nominal fee.

Also, for the third straight year, we are listing in APPENDIX C the names of all participating institutions for each of the five years of the survey. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are encouraged and appreciated at any time.

The Need

Current data on faculty salaries are presently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing

are salary data in different ranks and within specific disciplines for similar or different types of institutions. The need to address problems of salary allocation with respect to postsecondary faculty in different disciplines and ranks motivated the decision not only to initiate the first survey but to continue it over these past few years.

Applications

This survey attempts to address the previously stated needs by collecting the salary data of faculty teaching in 46 disciplines of participating private colleges and universities in America, and comparing the average, low, and high salaries across these disciplines by faculty ranks. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 478 institutions which participated in the survey. Also collected are the percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace a faculty member needs to know what to request based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions with three or more data elements in each cell.

For the third straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. *Most importantly*, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those 233 institutions which participated in the second (1983-84) *and* fifth (1986-87) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more. Of course, other institutions which have participated in at least one of the five surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know that only cells with three or more data elements are used.) Institutions which have *not* participated in any of the five studies may still request salary data of 10 or more institutions which have participated in any one or more of the five surveys.

SURVEY RESULTS

Methodology

This CUPA 1986-87 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 46 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy and/or by A Classification of Instructional Programs (CIP), 1981. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 46,597 faculty members are found in APPENDIX B--The Data Tables. The list of 478 private institutions are found in APPENDIX C along with lists of all the private colleges and universities which have participated in the annual survey since its inception in 1982-83 through 1986-87.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only; does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the

ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics means that their average salary is 10 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1986. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this survey report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	44215	250 120	33543	276 138	28143	345 144	28547	60 39	21177	70 39	33478	941 215
HIGH SALARY	92532		53900		45048		45000		30100		92532	
LOW SALARY	30000		14752		16560		18000		10740		10740	
FAC MIX PCT	0.27		0.29		0.37		0.06		0.07		1.00	
SALARY FACTOR	1.07		1.07		1.11		1.13		1.06		1.08	

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

AVERAGE SALARY	37444	202 94	31185	268 126	24723	359 136	24971	59 39	20078	114 77	28726	943 200
HIGH SALARY	67650		52000		40500		34000		32150		67650	
LOW SALARY	20356		17400		12900		18500		11440		11440	
FAC MIX PCT	0.21		0.28		0.38		0.06		0.12		1.00	
SALARY FACTOR	0.91		1.00		0.87		0.99		1.00		0.90	

1. Size of the Sample: The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty was about the same for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C) but the number of institutions for BUSINESS ECONOMICS was somewhat higher:

	NUM	N/IS
BE	941	215
C	943	200

2. Average Salary: The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	44215	33543	28143	28547	21177	33478
C	37444	31195	24723	24971	20078	28726

3. High and Low Salaries: In BUSINESS ECONOMICS the "high salary" is higher than in COMMUNICATIONS for every rank except INSTRUCTOR, but in the "low salary" COMMUNICATIONS is higher than BUSINESS ECONOMICS for every rank except ASSISTANT PROFESSOR.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	92532	53500	45049	45000	30100	92532
C	67650	52000	40500	34000	32150	67650

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	20000	14752	16560	18000	10740	10740
C	20356	17400	12900	18500	11440	11440

4. Faculty Mix Percentage (FAC MIX PCT): The two disciplines are very similar except for the ranks of PROFESSOR and INSTRUCTOR when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 27 percent of the faculty hold the rank of PROFESSOR, compared with COMMUNICATIONS where 21 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	0.27	0.29	0.37	0.05	0.07	1.00
C	0.21	0.28	0.38	0.06	0.12	1.00

It is interesting to note how the faculty mix percentage differs among the relatively "new" major field of NURSING (N) and an "old" one like PHILOSOPHY AND RELIGION (PR) and how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the survey. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are as follows:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.22	.50	.05	.22	1.00
PR	.43	.29	.24	.04	.04	1.00
AMF	.32	.30	.30	.04	.08	1.00

5. Salary Factor: This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS (BE) the average salary of PROFESSOR is 7 percent above the average salary of all PROFESSORS from all reporting institutions and is 16 percent above the average salary of PROFESSORS in COMMUNICATIONS (C). The data show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.07	1.07	1.11	1.13	1.06	1.05
C	0.91	1.00	0.97	0.99	1.00	0.90

APPENDIX A

LIST OF SELECTED DISCIPLINES*

PAGE

DISCIPLINE: AGRICULTURE & NATURAL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODUCTION--01. (0100) 11

DISCIPLINE: ARCHITECTURE & ENVIRONMENTAL DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN--04. (0200) 11

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES--05. (0300) 11

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES--26. (0400) 11

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT--06. (0500) 12

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING--06.02 (0502) 12

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT--06.04 (0506) 12

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS--07.0601 (0514) 12

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS--06.05 (0517) 13

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS--09. (0600) 13

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES--10. (0605) 13

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the new classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

PAGE

DISCIPLINE: COMPUTER & INFORMATION SCIENCES
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES--11. (0700) 13

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION--13. (0800) 14

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS--13.12 (0801) 14

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION--13.0406 (0805) 14

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION--13.10 (0808) 14

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SERVICES--13.11 (0826) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION--13.03 (0829) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION--13.1315 (0830) 15

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION--13.1314 (0835) 15

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING--14. (0900) 16

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS--50. (1000) 16

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS--50.07 (1002) 16

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC--50.09 (1005) 16

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS--50.05 (1007) 17

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES--16. (1100) 17

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING--18.11 (1203) 17

PAGE

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY--18.01 (1220) 17

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS--19. (1300) 18

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS--23. (1500) 18

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION--38. (1509) 18

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES--25. (1600) 18

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS--27. (1700) 19

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES--40. (1900) 19

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS--40.08 (1902) 19

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY--40.05 (1905) 19

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES--40.0601 (1914) 20

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY--42. (2000) 20

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES--45. (2200) 20

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY--45.02 (2202) 20

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY--45.08 (2205) 21

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY--45.07 (2206) 21

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE--45.10 (2207) 21

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY--45.11 (2208) 21

PAGE

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY--39. (2300) 22

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES--30. (4900) 22

ALL DISCIPLINE AVERAGES
ALL MAJOR FIELDS 22

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34220	13	5	24340	5	5	24019	18	8	19250	2	2	20470	4	2	27019	40	13
HIGH SALARY	44850			29120			31000			22500			24420			44850		
LOW SALARY	24850			20320			16000			16000			18500			16000		
FAC MIX PCT	0.33			0.13			0.45			0.05			0.10			1.00		
SALARY FACTOR	0.83			0.78			0.94			0.76			1.02			0.85		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

AVERAGE SALARY	43619	134	22	33969	112	19	27732	72	18	25668	12	8	21434	14	7	35982	332	25
HIGH SALARY	66543			49200			39838			32500			32000			66543		
LOW SALARY	21033			17500			16800			20500			10000			10000		
FAC MIX PCT	0.40			0.34			0.22			0.04			0.04			1.00		
SALARY FACTOR	1.06			1.09			1.09			1.02			1.07			1.13		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

AVERAGE SALARY	46746	44	20	36393	43	17	27973	34	16	26467	3	3	25261	6	4	37199	127	30
HIGH SALARY	94404			53673			45000			28400			37000			94404		
LOW SALARY	21000			25008			19140			24000			20548			19140		
FAC MIX PCT	0.35			0.34			0.27			0.02			0.05			1.00		
SALARY FACTOR	1.14			1.16			1.10			1.05			1.26			1.17		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

AVERAGE SALARY	39701	843	272	30312	671	271	24653	474	229	24817	63	50	17515	95	45	32240	2083	352
HIGH SALARY	127314			98436			81136			77710			30345			127314		
LOW SALARY	16860			14752			11764			18000			10740			10740		
FAC MIX PCT	0.40			0.32			0.23			0.03			0.05			1.00		
SALARY FACTOR	0.96			0.97			0.97			0.98			0.87			1.01		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT 0500

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	49523	408	90	37412	476	116	31278	513	126	32912	65	36	22855	140	64	37253	1537	162
HIGH SALARY	100000			68965			50000			45000			39750			100000		
LOW SALARY	20640			17921			14752			18955			13230			13230		
FAC MIX PCT	0.27			0.31			0.33			0.04			0.09			1.00		
SALARY FACTOR	1.20			1.20			1.23			1.30			1.14			1.17		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING 0502

AVERAGE SALARY	44913	197	98	37134	303	131	29408	376	163	31072	61	48	22234	127	72	33879	1003	236
HIGH SALARY	93900			79167			54000			54000			41500			93900		
LOW SALARY	17691			16860			14540			19738			10740			10740		
FAC MIX PCT	0.20			0.30			0.37			0.06			0.13			1.00		
SALARY FACTOR	1.09			1.19			1.16			1.23			1.11			1.06		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

AVERAGE SALARY	45659	360	125	35563	590	172	28797	681	195	28907	123	68	23820	186	96	33825	1817	248
HIGH SALARY	100000			70000			55000			47500			51000			100000		
LOW SALARY	17967			14558			14170			14170			10740			10740		
FAC MIX PCT	0.20			0.32			0.37			0.07			0.10			1.00		
SALARY FACTOR	1.11			1.14			1.13			1.14			1.19			1.06		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

AVERAGE SALARY	31822	11	6	24241	36	22	19427	54	23	18071	3	3	15699	43	14	20464	144	46
HIGH SALARY	47163			37875			40660			21000			21780			47163		
LOW SALARY	16860			17520			14392			16538			10740			10740		
FAC MIX PCT	0.08			0.25			0.38			0.02			0.30			1.00		
SALARY FACTOR	0.77			0.77			0.76			0.71			0.78			0.64		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44215	250	120	33543	276	138	28143	345	144	28547	50	39	21177	70	39	33478	941	215
HIGH SALARY	92532			53500			45049			45000			30100			92532		
LOW SALARY	20000			14752			16560			18000			10740			10740		
FAC MIX PCT	0.27			0.29			0.37			0.05			0.07			1.00		
SALARY FACTOR	1.07			1.07			1.11			1.13			1.06			1.05		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

AVERAGE SALARY	37444	202	94	31195	268	126	24723	359	136	24971	59	39	20078	114	77	28726	943	200
HIGH SALARY	67650			52000			40500			34000			32150			67650		
LOW SALARY	20356			17400			12900			18500			11440			11440		
FAC MIX PCT	0.21			0.28			0.38			0.06			0.12			1.00		
SALARY FACTOR	0.91			1.00			0.97			0.99			1.00			0.90		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES 0605

AVERAGE SALARY	35439	20	13	31309	25	16	25367	63	27	25377	11	7	21465	18	9	27587	126	38
HIGH SALARY	60000			56360			36500			29500			30997			60000		
LOW SALARY	25000			21840			17550			19500			16200			16200		
FAC MIX PCT	0.16			0.20			0.50			0.09			0.14			1.00		
SALARY FACTOR	0.86			1.00			1.00			1.00			1.07			0.87		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE 0700

AVERAGE SALARY	44627	218	100	34602	358	140	28518	537	220	28467	82	62	22017	162	91	32154	1275	277
HIGH SALARY	97500			59044			58300			58300			34000			97500		
LOW SALARY	18104			17520			15504			19000			10740			10740		
FAC MIX PCT	0.17			0.28			0.42			0.06			0.13			1.00		
SALARY FACTOR	1.08			1.11			1.12			1.13			1.10			1.01		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 0800

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	37142	466	156	29829	495	167	24073	446	163	22817	64	52	20503	37	44	29786	1504	238
HIGH SALARY	75600			47520			45000			36500			38610			75600		
LOW SALARY	15648			16500			13500			13500			10740			10740		
FAC MIX PCT	0.31			0.33			0.30			0.04			0.06			1.00		
SALARY FACTOR	0.90			0.95			0.95			0.90			1.02			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

AVERAGE SALARY	33499	178	90	27865	193	96	22518	206	99	21464	34	28	17434	50	35	26875	627	149
HIGH SALARY	50750			45672			38500			28000			27825			50750		
LOW SALARY	15936			17638			13425			14500			10000			10000		
FAC MIX PCT	0.28			0.31			0.33			0.05			0.08			1.00		
SALARY FACTOR	0.81			0.89			0.89			0.85			0.87			0.84		

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

AVERAGE SALARY	41350	16	11	28728	20	13	25361	15	7	26000	2	2	19794	1	1	31468	52	17
HIGH SALARY	60300			39350			36000			27000			19794			60300		
LOW SALARY	20640			18120			16560			25000			19794			16560		
FAC MIX PCT	0.31			0.38			0.29			0.04			0.02			1.00		
SALARY FACTOR	1.00			0.92			1.00			1.03			0.99			0.99		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

AVERAGE SALARY	39305	32	15	28640	63	34	22551	39	26	22033	3	3	16753	20	10	27770	154	55
HIGH SALARY	51857			41465			30500			22500			21780			51857		
LOW SALARY	21720			16550			16560			21600			10740			10740		
FAC MIX PCT	0.21			0.41			0.25			0.02			0.13			1.00		
SALARY FACTOR	0.95			0.91			0.89			0.87			0.84			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39675	30	8	30688	27	14	23743	17	14	19368	2	2	21809	2	2	32448	76	22
HIGH SALARY	52966			35800			32926			20735			25067			52966		
LOW SALARY	27700			23000			18000			18000			18550			18000		
FAC MIX PCT	0.39			0.36			0.22			0.03			0.03			1.00		
SALARY FACTOR	0.96			0.98			0.93			0.77			1.09			1.02		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

AVERAGE SALARY	43976	28	10	35162	34	9	25298	30	13	24476	8	6	20907	2	2	34336	94	17
HIGH SALARY	63600			45000			32625			30000			21813			63600		
LOW SALARY	26220			18120			16560			18000			20000			16560		
FAC MIX PCT	0.30			0.36			0 32			0.09			0.02			1.00		
SALARY FACTOR	1.07			1.12			0.99			0.97			1.04			1.08		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

AVERAGE SALARY	43955	14	3	31097	28	14	21625	28	17	22421	5	5	17695	7	5	28772	77	31
HIGH SALARY	58200			42300			35000			25001			21150			58200		
LOW SALARY	32000			16966			12000			19000			15500			12000		
FAC MIX PCT	0.18			0.36			0.36			0.06			0.09			1.00		
SALARY FACTOR	1.07			0.99			0.85			0.89			0.88			0.90		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

AVERAGE SALARY	35835	220	117	29525	402	181	24100	519	215	21676	31	26	20064	307	128	26533	1448	286
HIGH SALARY	68500			56073			42497			30000			48400			68500		
LOW SALARY	13408			13350			12305			12400			10740			10740		
FAC MIX PCT	0.15			0.28			0.36			0.02			0.21			1.00		
SALARY FACTOR	0.87			0.94			0.95			0.86			1.00			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING — 0900

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	51835	1342	64	38637	854	69	32963	715	65	33399	141	38	25614	66	25	42934	2977	75
HIGH SALARY	101500			67200			58000			58000			42700			101500		
LOW SALARY	21665			18120			16600			17710			10740			10740		
FAC MIX PCT	0.45			0.29			0.24			0.05			0.02			1.00		
SALARY FACTOR	1.26			1.23			1.30			1.32			1.28			1.35		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS — 1000

AVERAGE SALARY	38126	185	48	30601	187	52	24339	205	64	22571	30	18	20451	44	30	30056	621	91
HIGH SALARY	65000			47000			39650			34000			27500			65000		
LOW SALARY	13345			17489			15596			18000			15000			13345		
FAC MIX PCT	0.30			0.30			0.33			0.05			0.07			1.00		
SALARY FACTOR	0.93			0.98			0.96			0.89			1.02			0.94		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS — 1002

AVERAGE SALARY	37054	316	153	28737	392	179	23491	327	174	22602	41	34	20144	57	43	29124	1092	268
HIGH SALARY	84117			42800			34469			32000			32550			84117		
LOW SALARY	18928			16244			13250			16000			10740			10740		
FAC MIX PCT	0.29			0.36			0.30			0.04			0.05			1.00		
SALARY FACTOR	0.90			0.92			0.92			0.89			1.00			0.91		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC — 1005

AVERAGE SALARY	35768	601	226	27736	598	232	22889	573	237	22998	78	61	19858	162	102	28136	1934	327
HIGH SALARY	81500			47200			40800			35000			44300			81500		
LOW SALARY	13045			13820			10832			16000			10740			10740		
FAC MIX PCT	0.31			0.31			0.30			0.04			0.08			1.00		
SALARY FACTOR	0.87			0.89			0.90			0.91			0.99			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS 1007

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	38166	144	79	29409	167	96	24004	255	132	21997	42	31	19914	45	40	28517	611	187
HIGH SALARY	63245			43350			36000			28500			30375			63245		
LOW SALARY	22620			13932			16100			16100			13325			13325		
FAC MIX PCT	0.24			0.27			0.42			0.07			0.07			1.00		
SALARY FACTOR	0.93			0.94			0.94			0.87			0.99			0.90		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 1100

AVERAGE SALARY	38353	600	220	29563	764	246	23901	664	227	22794	104	72	18623	228	97	29128	2256	336
HIGH SALARY	72000			50434			42500			30000			33200			72000		
LOW SALARY	16860			13076			14392			15192			10740			10740		
FAC MIX PCT	0.27			0.34			0.29			0.05			0.10			1.00		
SALARY FACTOR	0.93			0.94			0.94			0.90			0.93			0.91		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING 1203

AVERAGE SALARY	37489	110	65	29328	400	117	23428	884	146	24462	83	45	20081	387	102	24894	1781	156
HIGH SALARY	56489			50494			40000			40000			33500			56489		
LOW SALARY	21010			15936			12500			12500			10740			10740		
FAC MIX PCT	0.06			0.22			0.50			0.05			0.22			1.00		
SALARY FACTOR	0.91			0.94			0.92			0.97			1.00			0.78		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

AVERAGE SALARY	43070	20	12	31749	37	19	24507	38	22	24008	6	5	22322	13	8	30162	108	28
HIGH SALARY	54300			42000			35000			25498			33340			54300		
LOW SALARY	34850			15750			14862			20800			13663			13663		
FAC MIX PCT	0.19			0.34			0.35			0.06			0.12			1.00		
SALARY FACTOR	1.05			1.01			0.96			0.95			1.11			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 1300

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34885	26	15	26617	61	32	23057	102	46	24571	15	9	18105	31	23	24744	220	62
HIGH SALARY	51750			43500			33600			30000			25000			51750		
LOW SALARY	24253			13216			15450			20900			13012			13012		
FAC MIX PCT	0.12			0.28			0.46			0.07			0.14			1.00		
SALARY FACTOR	0.85			0.85			0.91			0.97			0.90			0.78		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 1500

AVERAGE SALARY	37888	1167	329	29243	1011	312	23166	876	298	22081	126	97	17830	297	139	29653	3351	392
HIGH SALARY	86000			46000			38275			30000			31700			86000		
LOW SALARY	11823			13644			13500			13500			10265			10265		
FAC MIX PCT	0.35			0.30			0.26			0.04			0.09			1.00		
SALARY FACTOR	0.92			0.93			0.91			0.87			0.89			0.93		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

AVERAGE SALARY	36741	843	303	29279	570	240	23575	470	208	22002	69	56	19190	83	65	30687	1966	364
HIGH SALARY	80500			51224			38410			28000			37000			80500		
LOW SALARY	16905			12028			10431			16560			10740			10431		
FAC MIX PCT	0.43			0.29			0.24			0.04			0.04			1.00		
SALARY FACTOR	0.89			0.94			0.93			0.87			0.96			0.96		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

AVERAGE SALARY	36936	28	23	27876	60	35	23503	78	42	23425	4	4	19165	32	21	26026	198	59
HIGH SALARY	52500			41315			32614			29500			32900			52500		
LOW SALARY	22475			16200			14065			18200			12975			12975		
FAC MIX PCT	0.14			0.30			0.39			0.02			0.16			1.00		
SALARY FACTOR	0.90			0.89			0.92			0.93			0.96			0.82		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 1700

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	42705	816 259	31341	769 266	25263	716 280	25014	104 84	19732	300 151	31894	2601 389
HIGH SALARY	101000		60000		41000		41000		34000		101000	
LOW SALARY	18235		14552		13900		15936		10000		10000	
FAC MIX PCT	0.31		0.30		0.28		0.04		0.12		1.00	
SALARY FACTOR	1.04		1.00		0.99		0.99		0.98		1.00	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE 1900

AVERAGE SALARY	40474	124 36	29361	68 32	25977	75 38			17220	19 13	32485	286 67
HIGH SALARY	72000		53200		41730				26229		72000	
LOW SALARY	20185		18307		15350				12000		12000	
FAC MIX PCT	0.43		0.24		0.26				0.07		1.00	
SALARY FACTOR	0.98		0.94		1.02				0.86		1.02	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS 1902

AVERAGE SALARY	46523	646 175	33415	315 159	26781	242 136	25344	35 31	19388	26 23	38701	1229 263
HIGH SALARY	81000		53350		40300		33000		32796		81000	
LOW SALARY	20000		15000		15660		19000		10740		10740	
FAC MIX PCT	0.53		0.26		0.20		0.03		0.02		1.00	
SALARY FACTOR	1.13		1.07		1.05		1.00		0.97		1.22	

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 1905

AVERAGE SALARY	41821	863 287	30402	393 215	24897	385 210	23828	72 60	18003	50 33	34609	1691 366
HIGH SALARY	110000		46500		38900		35000		23000		110000	
LOW SALARY	13000		15470		16560		16560		10740		10740	
FAC MIX PCT	0.51		0.23		0.23		0.04		0.03		1.00	
SALARY FACTOR	1.02		0.97		0.98		0.94		0.90		1.09	

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES 1914

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	45631	168	61	33520	80	47	27272	83	46	26520	12	9	22448	7	7	37776	338	77
HIGH SALARY	84000			45600			41000			34000			26000			84000		
LOW SALARY	13500			22086			15750			22500			16786			13500		
FAC MIX PCT	0.50			0.24			0.25			0.04			0.02			1.00		
SALARY FACTOR	1.11			1.07			1.07			1.05			1.12			1.19		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 2000

AVERAGE SALARY	39838	693	257	29839	621	267	24064	539	259	23474	87	70	18872	67	52	31444	1920	379
HIGH SALARY	117700			48725			43460			43460			27000			117700		
LOW SALARY	16860			16387			14677			18000			10740			10740		
FAC MIX PCT	0.36			0.32			0.28			0.05			0.03			1.00		
SALARY FACTOR	0.97			0.95			0.95			0.93			0.94			0.99		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 2200

AVERAGE SALARY	42076	338	71	31332	292	86	24919	298	100	25344	38	24	20555	51	30	32528	979	140
HIGH SALARY	84900			50500			40555			35000			34049			84900		
LOW SALARY	17470			15225			12000			18000			10740			10740		
FAC MIX PCT	0.35			0.30			0.30			0.04			0.05			1.00		
SALARY FACTOR	1.02			1.00			0.98			1.00			1.03			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 2202

AVERAGE SALARY	43406	86	42	32274	86	46	25477	69	44	24022	14	13	22996	7	6	33981	248	76
HIGH SALARY	76500			41352			39544			28500			31342			76500		
LOW SALARY	22703			18120			16560			20000			15832			15832		
FAC MIX PCT	0.35			0.35			0.28			0.06			0.03			1.00		
SALARY FACTOR	1.05			1.03			1.00			0.95			1.15			1.07		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 2205

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39330	830	304	30284	517	236	23798	388	204	21881	64	51	18500	60	40	32671	1795	377
HIGH SALARY	92138			45216			49690			27085			26000			92138		
LOW SALARY	15852			10000			10400			12000			10740			10000		
FAC MIX PCT	0.46			0.29			0.22			0.04			0.03			1.00		
SALARY FACTOR	0.96			0.97			0.94			0.87			0.92			1.03		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 2206

AVERAGE SALARY	40234	46	23	32277	31	18	24881	23	18	20763	3	3	17659	5	4	33446	105	36
HIGH SALARY	71300			43800			29400			22200			21780			71300		
LOW SALARY	22820			22265			17160			20000			10740			10740		
FAC MIX PCT	0.44			0.30			0.22			0.03			0.05			1.00		
SALARY FACTOR	0.98			1.03			0.98			0.82			0.88			1.05		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

AVERAGE SALARY	42246	432	181	31368	366	173	24327	302	162	23206	58	48	19663	48	42	33119	1148	276
HIGH SALARY	94000			47000			40613			30000			24675			94000		
LOW SALARY	19000			16733			15876			17390			10740			10740		
FAC MIX PCT	0.38			0.32			0.26			0.05			0.04			1.00		
SALARY FACTOR	1.03			1.00			0.96			0.92			0.98			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

AVERAGE SALARY	38563	338	178	28966	424	224	24111	339	189	22228	43	36	19054	51	40	29914	1152	324
HIGH SALARY	90000			43740			40680			33000			26353			90000		
LOW SALARY	17272			14752			13012			15200			10740			10740		
FAC MIX PCT	0.29			0.37			0.29			0.04			0.04			1.00		
SALARY FACTOR	0.94			0.93			0.95			0.88			0.95			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY 2300

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35320	512	101	29252	367	108	24051	278	101	24336	37	30	20243	65	37	30132	1222	139
HIGH SALARY	67100			48185			36401			30184			33000			67100		
LOW SALARY	12000			10600			10072			18000			13800			10072		
FAC MIX PCT	0.42			0.30			0.23			0.03			0.05			1.00		
SALARY FACTOR	0.86			0.93			0.95			0.96			1.01			0.95		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

AVERAGE SALARY	35721	86	19	26575	109	20	21843	141	25	21292	17	6	18003	32	12	26154	368	39
HIGH SALARY	75000			40600			33500			25500			29625			75000		
LOW SALARY	20043			19635			16275			17850			12360			12360		
FAC MIX PCT	0.23			0.30			0.38			0.05			0.09			1.00		
SALARY FACTOR	0.87			0.85			0.86			0.84			0.90			0.82		

22

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	41175	15044		31301	13964		25440	13891		25276	2006		20049	3698		31849	46597	
HIGH SALARY	127314			98436			81136			77710			51000			127314		
LOW SALARY	11823			10000			10072			12000			10000			10000		
FAC MIX PCT	0.32			0.30			0.30			0.04			0.08			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87
Abilene Christian University (TX)		*	*		*
Adelphi University (NY)	*		**	**	
Adrian College (MI)		*			
Agnes Scott College (GA)			*	*	
Alabama Christian College (AL)	*				
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*	*	*
Albion College (MI)		*			*
Alderson-Broaddus College (WV)		*	*	*	
ALFRED UNIVERSITY (NY)	*	*	*	*	*
Allegheny College (PA)				*	*
Allentown College of St. Francis de Sales (PA)	*		*	*	*
Alliance College (PA)				*	*
ALMA COLLEGE (MI)	*	*	*	*	*
Alverno College (WI)	*	*	*	*	
American College, The (PA)		*	*	*	*
American Graduate School of International Management (AR)	*		*		
American Technological University (TX)	*		*	*	*
AMERICAN UNIVERSITY, THE (DC)	*	*	*	*	*
Amherst College (MA)			*	*	*
Ana G. Mendez Educational Foundation (PR)					*
Andover Newton Theological School (MA)			*	*	*
ANNA MARIA COLLEGE (MA)	*	*	*	*	*
Antillian College (PR)					*
Appalachian Bible College (WV)			*		
AQUINAS COLLEGE (MI)	*	*	*	*	*
Aquinas Institute (MO)				*	*
Arkansas College (AR)		*	*	*	*
Art Academy of Cincinatti (OH)			*		
Asbury College (KY)		*	*	*	*
Ashland College (OH)					*
Assumption College (MA)		*		*	
Atlanta University, The (GA)			*		
Atlantic Christian College (NC)	*				*
Augsburg College (MN)		*	*	*	*
Augustana College (IL)			*	*	*
Augustana College (SD)	*	*			

Those institutions listed in CAPITAL LETTERS have participated in each of the five years of the survey.

**The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, along with the 1985-86 survey, is continued with this 1986-87 survey.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
AURORA UNIVERSITY (IL)	☆	☆	☆	☆	☆
Austin College (TX)			☆		☆
Austin Presbyterian Theological Seminary (TX)			☆		☆
AVERETT COLLEGE (VA)	☆	☆	☆	☆	☆
AVILA COLLEGE (MO)	☆	☆	☆	☆	☆
AZUSA PACIFIC UNIVERSITY (CA)	☆	☆	☆	☆	☆
BABSON COLLEGE (MA)	☆	☆	☆	☆	☆
Baker University (KS)	☆		☆	☆	
Baldwin-Wallace College (OH)				☆	☆
Baptist Bible Institute (FL)				☆	
Baptist College at Charleston (SC)			☆		
Bard College (NY)		☆	☆☆	☆☆	☆☆
Barnard College (NY)	☆	☆		☆	☆
Barrington College (RI)		☆			
BARRY UNIVERSITY (FL)	☆	☆	☆	☆	☆
Bartlesville Wesleyan College (OK)				☆	☆
Beaver College (PA)		☆	☆	☆	☆☆
Bellarmine College (KY)	☆	☆		☆	☆
Bellevue College (NE)					☆
Belmont Abbey College (NC)				☆	☆
Beloit College (WI)		☆			
Benedict College (SC)	☆	☆	☆		
Benedictine College (KS)		☆	☆		☆
Bennett College (NC)	☆	☆	☆	☆	
Bentley College (MA)	☆	☆	☆		
Berkshire Christian College (MA)			☆		
Berry College (GA)	☆				
Bethany College (KS)		☆	☆	☆	
Bethany College (WV)				☆	☆
Bethany Nazarene College (OK)		☆	☆		
Bethany Theological Seminary (IL)			☆	☆	☆
Bethel College (IN)		☆			
Bethel College (KS)	☆	☆		☆	
Bethel College (MN)		☆		☆	
Bethel College (TN)		☆			
BETHUNE-COOKMAN COLLEGE (FL)	☆	☆	☆	☆	☆
BIOLA UNIVERSITY (CA)	☆	☆	☆	☆	☆
Birmingham-Southern College (AL)		☆	☆	☆	☆
BISHOP COLLEGE (TX)	☆	☆	☆	☆	☆
Blackburn College (IL)		☆			
Bloomfield College (NJ)	☆	☆		☆☆	
Bluffton College (OH)	☆	☆	☆		
Boricua College (NY)		☆			
Boston College (MA)		☆	☆	☆	☆
Boston University (MA)	☆	☆		☆	☆
BRADLEY UNIVERSITY (IL)	☆	☆	☆	☆	☆
BRIAR CLIFF COLLEGE (IA)	☆	☆	☆	☆	☆
BRIDGEWATER COLLEGE (VA)	☆	☆	☆	☆	☆
Brigham Young University (UT)			☆		☆
Bryan College (TN)	☆			☆	
Bryant College (RI)		☆	☆☆	☆☆	☆☆
Bryn Mawr College (PA)		☆	☆	☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
BUCKNELL UNIVERSITY (PA)	*	*	*	*	*
Buena Vista College (IA)			*		
Butler University (IN)		*	*	*	*
Cabrini College (PA)				**	**
California Baptist College (CA)	*	*			
California Lutheran College (CA)			*		
California School of Professional Psychology (CA)			*		
Calumet College (IN)				*	
Calvary Bible College (MO)					*
Calvin College (MI)	*		*		*
Campbellsville College (KY)			*		*
Canisius College (NY)	*	*	*		*
Capital University (OH)	*	*	*		*
Capitol Institute of Technology (MD)			*	*	*
Cardinal Glennon College (MO)				*	
Carlow College (PA)				*	
Carnegie Mellon University (PA)	*		*	*	*
Carroll College (MT)		*	*		*
Carroll College (WI)			*	*	**
Carson-Newman College (TN)					*
Case Western Reserve University (OH)			*		
Catawba College (NC)		*	*	*	*
Catholic Theological Union (IL)			*	*	*
Catholic University of America, The (DC)			*	*	*
Catholic University of Puerto Rico (PR)	*		*	*	*
CEDAR CREST COLLEGE (PA)	*	*	*	*	*
CEDARVILLE COLLEGE (OH)	*	*	*	*	*
Centenary College (NJ)	*	*			*
Center for Creative Studies-College of Art & Design (MI)	*				
Central Christian College of the Bible (MO)				*	
CENTRAL COLLEGE (IA)	*	*	*	*	*
Central Methodist College (MO)					*
Central New England College of Technology (MA)					*
Central Wesleyan College (SC)		*		*	*
Chaminade University of Honolulu (HI)	*	*	*	*	
Chapman College (CA)			*		
Chatham College (PA)					*
Chicago Theological Seminary (IL)				*	*
Christ College Irvine (CA)				*	
Christ Seminary--Seminex (IL)				*	*
Christian Brothers College (TN)		*	*	*	*
Christian Theological Seminary (IN)			*	*	
Church Divinity School of the Pacific (CA)				*	*
Claflin College (SC)			*		
Claremont Graduate School (CA)			*		
Claremont McKenna College (CA)			*		*
Clark College (GA)			**	*	
CLARK UNIVERSITY (MA)	*	*	*	*	*
Clarke College (IA)	*		*		
Clarkson University (NY)	*		*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Coe College (IA)		*			
Cogswell Polytechnical College (CA)		*	*		*
Coker College (SC)			*		*
Colby College (ME)	*				
Colgate University (NY)	*	*	*		
College of Great Falls (MT)		*	*	*	
College of Idaho, The (ID)		*	*	*	*
College Misericordia (PA)	*	*	*	*	
College of Mount Saint Vincent (NY)		*	*	*	*
College of Mount St. Joseph (OH)	*		*	*	*
College of New Rochelle (NY)		*	*	*	*
COLLEGE OF NOTRE DAME (CA)	*	*	*	*	*
College of Notre Dame of Maryland (MD)				*	*
College of Our Lady of the Elms (MA)					**
College of Saint Benedict (MN)			*	*	
College of Saint Elizabeth (NJ)		*	*	*	*
College of Saint Mary (NE)				*	*
College of Saint Rose, The (NY)	*	*	*	*	
College of Saint Teresa (MN)	*				
College of St. Catherine (MN)	*		*		
College of St. Joseph (VT)			*	*	*
COLLEGE OF ST. SCHOLASTICA (MN)	*	*	*	*	*
College of St. Thomas (MN)					*
COLLEGE OF THE HOLY CROSS (MA)	*	*	*	*	*
College of the Ozarks, The (AR)		*		*	
College of Wooster, The (OH)	*	*	*		*
Colleges of the Seneca, Inc. (Hobart & William Smith Colleges) (NY)					*
Columbia Bible College (SC)	*		*		
Columbia Christian College (OR)			*		
COLUMBIA COLLEGE (MO)	*	*	*	*	*
Columbia College (SC)		*			
Columbia University in the City of New York (NY)			*		
Concordia College (MI)		*	*	*	*
Concordia College (MN)	*		*	*	*
Concordia College (NY)			*	*	*
Concordia College (OR)			*		
Concordia College Wisconsin (WI)			*	*	*
Concordia Seminary (MO)	*		*		*
Concordia Teachers College (NE)					*
Connecticut College (CT)					*
Converse College (SC)	*		*	*	
Cooper Union for the Advancement of Science and Art, The (NY)		*	*	*	**
Cornell College (IA)			*	*	*
Cornell University (NY)			*	*	*
Covenant College (GA)					*
Covenant College (TN)			*	*	
Creighton University (NE)	*	*	*	*	
Culver-Stockton College (MO)		*			
Curry College (MA)		*	*	**	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
D'YOUVILLE COLLEGE (NY)	*	*	**	**	**
Dakota Wesleyan University (SD)	*			*	
Dallas Baptist College (TX)			*		
Dallas Theological Seminary (TX)	*		*		
Daniel Webster College (NH)					*
Dartmouth College (NH)		*			
David Lipscomb College (TN)			*		*
Davis & Elkins College (WV)	*	*	*	*	
De Sales School of Theology (DC)			*	*	*
DEFIANCE COLLEGE, THE (OH)	*	*	*	*	*
DEPAUL UNIVERSITY (IL)	*	*	*	*	*
DePauw University (IN)		*	*	*	*
DeVRY Inc. (IL)				*	*
DICKINSON COLLEGE (PA)	*	*	*	*	*
Divine Word College (IA)			*		*
Doane College (NE)	*	*		*	*
Dominican College of Blauvelt (NY)				*	*
Dominican College of San Rafael (CA)		*			
Don Bosco College (NJ)		*			
Dordt College, Inc. (IA)	*	*	*		*
Dowling College (NY)	*				**
DRAKE UNIVERSITY (IA)	*	*	*	*	*
DREW UNIVERSITY (NJ)	*	*	*	*	*
Drury College (MO)	*				*
Duke University (NC)			*	*	
Duquesne University (PA)	*	*	*		
Earlham College (IN)					*
East Texas Baptist University (TX)	*	*	*		
Eastern College (PA)		*			*
Eastern Mennonite College and Seminary (VA)			*	*	*
ECKERD COLLEGE (FL)	*	*	*	*	*
Eden Theological Seminary (MO)			*		
Edward Waters College (FL)	*				
Elmhurst College (IL)		*	*	*	*
Elmira College (NY)	*		*	*	*
Elms College (MA)		*	*	*	
Elon College (NC)		*	*		
Embry-Riddle Aeronautical University (FL)			*		*
Emerson College (MA)			**	**	**
Emmanuel College (MA)		*		**	
Emory & Henry College (VA)	*	*	*		*
Emory University (GA)				*	*
Episcopal Divinity School (MA)			*		
Episcopal Theological Seminary, of the Southwest, The (TX)					*
Erskine College (SC)		*	*	*	*
Eureka College (IL)					*
Evangel College (MO)	*	*			
Fairfield University (CT)			*	**	**
Fairleigh Dickinson University at Madison (NJ)				**	
Fairleigh Dickinson University at Rutherford (NJ)				**	**

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Fairleigh Dickinson University at Teaneck (NJ)				**	
Faith Baptist Bible College & Theological Seminary (IA)				*	*
Felician College (NJ)				*	
FERRUM COLLEGE (VA)	*	*	*	*	*
Findlay College (OH)	*	*			*
Flagler College (FL)			*		
Florida Memorial College (FL)					*
FONTBONNE COLLEGE (MO)	*	*	*	*	*
Fordham University (NY)		*	*		*
Fort Wayne Bible College (IN)	*		*	*	*
Franklin and Marshall College (PA)		*	*	*	*
Franklin College of Indiana (IN)	*	*	*		
Franklin Pierce College (NH)			**	**	
FURMAN UNIVERSITY (SC)	*	*	*	*	*
Gallaudet University (DC)	*		*	*	*
Gannon University (PA)	*	*			*
Gardner-Webb College (NC)					*
Garrett-Evangelical Theological Seminary (IL)			*	*	*
Geneva College (PA)		*	*		
George Fox College (OR)				*	*
GEORGE WASHINGTON UNIVERSITY, THE (DC)	*	*	*	*	*
George Williams College (IL)	*	*	*		
Georgetown College (KY)	*		*	*	
GEORGETOWN UNIVERSITY (DC)	*	*	*	*	*
Georgian Court College (NJ)	*		*	*	*
Gettysburg College (PA)					*
GMI Engineering & Management Institute (MI)			*		*
Goldey Beacom College (DE)					*
Golden Gate Baptist Theological Seminary (CA)					*
Golden Gate University (CA)					*
Gonzaga University (WA)		*	*	*	*
Gordon College (MA)	*		*		
Gordon-Conwell Theological Seminary (MA)			*		*
Goshen College (IN)	*	*	*		
Goucher College (MD)	*	*	*		
Grace Bible College (MI)			*		
Grace College of the Bible (NE)			*		*
Grace College & Theological Seminary (IN)			*		*
Grace Schools, Inc. (IN)	*				
GRACELAND COLLEGE (IA)	*	*	*	*	*
Grand Canyon College (AZ)				*	*
Grand View College (IA)			*	*	*
Gratz College (PA)			**		
Greensboro College (NC)		*		*	*
Grinnell College (IA)					*
Guilford College (NC)		*	*	*	*
Gulf Coast Bible College (TX)			*		
Gustavus Adolphus College (MN)					*
Gwenedd-Mercy College (PA)	*				
Hahnemann University (PA)			*		
Hamilton College (NY)	*			*	

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Hamline University (MN)	☆	☆		☆	☆
Hampshire College (MA)	☆				
Hampton University (VA)	☆			☆	☆
Hannibal-LaGrange College (MO)				☆	
Hanover College (IN)	☆	☆	☆	☆	
Hartford College (CT)			☆		
Hartford Seminary (CT)					☆
HARTWICK COLLEGE (NY)	☆	☆	☆	☆	☆
Hastings College (NE)	☆			☆	
Haverford College (PA)	☆				
Hawaii Loa College (HI)		☆			☆
Hawaii Pacific College (HI)					☆
HEIDELBERG COLLEGE (OH)	☆	☆	☆	☆☆	☆
Hellenic College, Inc. (MA)				☆	
Hendrix College (AR)				☆	
High Point College (NC)	☆	☆	☆		
Hiram College (OH)	☆				☆
Hollins College (VA)			☆	☆	
Holy Family College (PA)	☆			☆	
Holy Names College (CA)					☆
HOOD COLLEGE (MD)	☆	☆	☆	☆	☆
HOPE COLLEGE (MI)	☆	☆	☆	☆	☆
Houghton College (NY)				☆	☆
Houston Baptist University (TX)					☆
Howard Payne University (TX)		☆			
Howard University (DC)				☆	
Huntington College (IN)	☆	☆	☆		☆
Huron College (SD)				☆	
HUSSON COLLEGE (ME)	☆	☆	☆	☆	☆
Huston-Tillotson College (TX)		☆	☆	☆	☆
ILLINOIS BENEDICTINE COLLEGE (IL)	☆	☆	☆	☆	☆
Illinois College (IL)		☆	☆		☆
Illinois College of Optometry (IL)	☆				
Illinois Institute of Technology (IL)			☆	☆	☆
IMMACULATA COLLEGE (PA)	☆	☆	☆	☆	☆
Incarnate Word College (TX)				☆	☆
Indiana Central University (IN)				☆	
Inter American University of Puerto Rico --Metropolitan campus (PR)		☆			
Inter American University of Puerto Rico --San German (PR)			☆	☆	☆
Inter American University of Puerto Rico at San Juan (PR)			☆		☆
Interdenominational Theological Center (GA)					☆
IONA COLLEGE (NY)	☆	☆	☆	☆	☆
Iowa Wesleyan College (IA)				☆	☆
ITHACA COLLEGE (NY)	☆	☆	☆	☆	☆
Jacksonville University (FL)	☆	☆		☆	
Jarvis Christian College (TX)		☆		☆	
Jesuit School of Theology at Berkeley (CA)			☆		
John B. Stetson University (FL)	☆	☆	☆		
John Brown University (AR)		☆			☆☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
JOHN CARROLL UNIVERSITY (OH)	☆	☆	☆	☆	☆
John F. Kennedy University (CA)				☆	
Johns Hopkins University (MD)		☆		☆	☆
Johnson C. Smith University (NC)		☆	☆		☆
Judson College (IL)		☆	☆	☆	
Juniata College (PA)					☆
Kalamazoo College (MI)	☆		☆	☆	☆
Kansas Wesleyan (KS)		☆	☆		☆
Kentucky Wesleyan College (KY)	☆	☆		☆☆	
Kenyon College (OH)		☆	☆	☆	☆
Keuka College (NY)		☆		☆	
King College (TN)			☆		
KING'S COLLEGE (PA)	☆	☆	☆	☆	☆
King's College, The (NY)				☆	
Knoxville College (TN)					☆
LA ROCHE COLLEGE (PA)	☆	☆	☆	☆	☆
Lafayette College (PA)	☆	☆	☆	☆	
LaGrange College (GA)	☆	☆	☆		
Lake Forest College (IL)				☆	
Lakeland College (WI)	☆	☆	☆	☆	
Lambuth College (TN)	☆	☆	☆	☆	
Lancaster Bible College (PA)			☆	☆	
Le Moyne College (NY)			☆	☆	☆
Le Tourneau College (TX)	☆	☆	☆		☆
Lebanon Valley College (PA)			☆	☆	☆
Lehigh University (PA)	☆				☆
Lenoir-Rhyne College (NC)				☆	
Lewis & Clark College (OR)			☆	☆	☆
Lewis University (IL)	☆			☆	☆
Lexington Theological Seminary (KY)				☆	☆
Liberty Baptist College & Schools (VA)		☆			
Liberty University (VA)					☆
Limestone College (SC)		☆		☆	
Lincoln Christian College and Seminary (IL)					☆
LINCOLN MEMORIAL UNIVERSITY (TN)	☆	☆	☆	☆	☆
Linfield College (OR)	☆		☆	☆	☆
Loma Linda University (CA)	☆	☆			
Long Island University (NY)			☆☆	☆☆	☆☆
Loras College (IA)			☆	☆	☆
Loretto Heights College (CO)		☆			
Louisiana College (LA)				☆	☆
Louisville Presbyterian Theological Seminary (KY)			☆	☆	☆
LOYOLA COLLEGE IN MARYLAND (MD)	☆	☆	☆	☆	☆
Loyola Marymount University (CA)		☆			
Lubbock Christian College (TX)		☆	☆	☆	☆
LUTHER COLLEGE (IA)	☆	☆	☆	☆	☆
Lutheran Theological Seminary at Gettysburg (PA)					☆
LYCOMING COLLEGE (PA)	☆	☆	☆	☆	☆
Lynchburg College (VA)		☆	☆	☆	☆
Macalester College (MN)			☆		
MacMurray College (IL)		☆			

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Madonna College (MI)				☆	☆
Malone College (OH)	☆	☆	☆		☆
Manhattan Christian College (KS)			☆	☆	☆
Manhattan College (NY)			☆		
Manhattanville College (NY)		☆	☆		☆
Marietta College (OH)					☆
Marion College (IN)			☆	☆☆	☆
MARIST COLLEGE (NY)	☆	☆	☆	☆☆	☆☆
Mars Hill College (NC)	☆			☆	☆
MARY BALDWIN COLLEGE (VA)	☆	☆	☆	☆	☆
Marygrove College (MI)	☆			☆	
Maryknoll School of Theology (NY)			☆	☆	☆
MARYMOUNT COLLEGE (NY)	☆	☆	☆	☆☆	☆☆
MARYMOUNT MANHATTAN COLLEGE (NY)	☆	☆	☆	☆	☆
Marymount University (VA)					☆☆
Maryville College (MO)	☆	☆	☆		
MARYVILLE COLLEGE (TN)	☆	☆	☆	☆	☆
MARYWOOD COLLEGE (PA)	☆	☆	☆	☆	☆
Massachusetts College of Pharmacy and Allied Health Sciences (MA)				☆	☆
Massachusetts Institute of Technology (MA)			☆		☆
McKendree College (IL)	☆		☆	☆	☆
McMurray College (TX)	☆				
McPherson College (KS)		☆	☆	☆	
Meadville Theological School of Lombard College (IL)					☆
Medical College of Wisconsin (WI)	☆				
Memphis Theological Seminary (TN)					☆
Mennonite Brethren Biblical Seminary (CA)			☆	☆	
Mercer University (GA)			☆	☆	☆
Mercy College (NY)		☆			☆
MERCY COLLEGE OF DETROIT (MI)	☆	☆	☆	☆	☆
Mercyhurst College (PA)			☆	☆	
Meredith College (NC)	☆	☆		☆	☆
MERRIMACK COLLEGE (MA)	☆	☆	☆	☆	☆
Mid-America Bible College (OK)					☆
Mid-America Nazarene College (KS)	☆				
Mid-South Bible College (TN)					☆
Midland Lutheran College (NE)	☆			☆	☆
MILLIKIN UNIVERSITY (IL)	☆	☆	☆	☆	☆
Mills College (CA)		☆			
Millsaps College (MS)				☆	☆
Milwaukee School of Engineering (WI)			☆	☆	☆
Minneapolis College of Art and Design (MN)	☆		☆	☆	
Minnesota Bible College (MN)			☆		
Missouri Baptist College (MO)			☆	☆	☆
Molloy College (NY)	☆	☆		☆	☆
Monmouth College (NJ)	☆	☆			☆☆
Monterey Institute of International Studies (CA)				☆	
MORAVIAN COLLEGE (PA)	☆	☆	☆	☆	☆
Morningside College (IA)		☆		☆	☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Morris Brown College (GA)	☆	☆		☆	☆
MOUNT MARY COLLEGE (WI)	☆	☆	☆	☆	☆
MOUNT MARTY COLLEGE (SD)	☆	☆	☆	☆	☆
Mount Mercy College (IA)	☆		☆	☆	☆
Mount Saint Mary's College (MD)		☆	☆		☆
Mount Senario College (WI)		☆	☆		
Mount Saint Clare College (IA)		☆	☆		☆
Mount St. Mary's College (CA)	☆			☆	
Mount Union College (OH)					☆
MOUNT VERNON COLLEGE (DC)	☆	☆	☆	☆	☆
Mount Vernon Nazarene College (OH)				☆	
Mt. Angel Seminary (OR)					☆
Mundelein College (IL)	☆	☆			
Muskingum College (OH)		☆		☆	☆
Nazarene Theological Seminary (MO)			☆	☆	☆
NAZARETH COLLEGE (MI)	☆	☆	☆	☆	☆
Nazareth College of Rochester (NY)		☆	☆		☆
Nebraska Wesleyan University (NE)	☆				
Neumann College (PA)		☆	☆	☆	☆
New Brunswick Theological Seminary (NJ)			☆		
New England College (NH)			☆	☆	
New York Institute of Technology (NY)					☆☆
New York Theological Seminary (NY)				☆	
Newberry College (SC)		☆	☆	☆☆	
Nichols College (MA)			☆		
North Carolina Wesleyan College (NC)	☆	☆			
North Central College (IL)		☆	☆	☆	☆
North Park College (IL)	☆	☆	☆	☆	
Northeastern Bible College (NJ)					☆
Northeastern University (MA)			☆		☆
Northern Baptist Theological Seminary (IL)				☆	
Northland College (WI)				☆☆	☆☆
Northrop University (CA)			☆	☆	
Northwest Bible College (ND)					☆
Northwest Christian College (OR)					☆
Northwest Nazarene College (ID)					☆
Northwestern College (IA)		☆	☆	☆	☆
NORTHWESTERN COLLEGE (MN)	☆	☆	☆	☆	☆
Northwestern University (IL)		☆			
Norwich University (VT)		☆		☆	☆
Notre Dame College (NH)	☆		☆		☆
Notre Dame College (OH)			☆	☆	☆
Notre Dame Seminary Graduate School of Theology (LA)					☆
Oakwood College (AL)			☆	☆	☆
Oberlin College (OH)					☆
Oglethorpe University (GA)	☆			☆	☆
Ohio Dominican College (OH)	☆		☆		
Ohio Northern University (OH)		☆		☆	☆
OKLAHOMA BAPTIST UNIVERSITY (OK)	☆	☆	☆	☆	☆
Oklahoma Christian College (OK)		☆	☆	☆	
Olivet College (MI)			☆		

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Olivet Nazarene College (IL)	☆				
Open Bible College (IA)			☆		
Ottawa University (KS)		☆		☆	☆
Otterbein College (OH)		☆	☆		☆
Our Lady of Holy Cross College (LA)		☆	☆	☆	☆
Our Lady of the Lake University (TX)	☆			☆	☆
Pacific Christian College (CA)				☆	
Pacific Lutheran University (WA)	☆				
Pacific University, College of Arts and Sciences (OR)	☆				
Paine College (GA)	☆				☆
Palm Beach Atlantic College (FL)		☆			☆
Park College (MO)	☆	☆		☆☆	☆☆
Parks College of St. Louis University (IL)				☆	☆
Patten College (CA)			☆		☆
Pennsylvania College of Optometry (PA)	☆				
Pepperdine University (CA)	☆		☆	☆	☆
Pfeiffer College (NC)			☆		
Philadelphia College of Art (PA)				☆	
Philadelphia College of Bible (PA)			☆		☆
Philadelphia College of Performing Arts (PA)				☆	
Philadelphia College of Textiles and Science (PA)				☆	
Phillips University (OK)	☆	☆	☆	☆	
Piedmont Bible College (NC)					☆
Piedmont College (GA)				☆	☆
Pikeville College (KY)		☆	☆	☆	☆
Pittsburgh Theological Seminary (PA)				☆	
Point Loma Nazarene College (CA)	☆	☆	☆	☆	
Point Park College (PA)	☆				
Polytechnic University (NY)			☆	☆	☆
Post College (CT)	☆		☆		
Pratt Institute (NY)					☆☆
Presbyterian College (SC)	☆	☆		☆	☆
Presbyterian School of Christian Education (VA)			☆	☆	☆
Princeton Theological Seminary (NJ)	☆			☆	
Principia College (IL)	☆		☆	☆	☆
Providence College (RI)					☆☆
Queens College (NC)		☆			☆
Quincy College (IL)		☆	☆	☆	☆
Quinnipiac College (CT)	☆	☆	☆☆	☆☆	
Randolph-Macon College (VA)	☆	☆	☆	☆	
Randolph-Macon Woman's College (VA)	☆		☆	☆	☆
Reed College (OR)		☆	☆	☆	☆
Reformed Bible College (MI)			☆	☆	☆
Reformed Theological Seminary (MS)				☆	
Regis College (CO)	☆	☆	☆☆	☆☆	
Regis College (MA)	☆	☆		☆	☆
Rensselaer Polytechnic Institute (NY)	☆		☆	☆	☆
Rhode Island School of Design (RI)			☆☆	☆☆	☆☆
Rhodes College (TN)		☆		☆	
RIDER COLLEGE (NJ)	☆	☆	☆☆	☆☆	☆☆

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Rio Grande College/Community College (OH)	*		**		*
Ripon College (WI)		*		*	*
Rivier College (NH)					*
Roanoke College (VA)					*
Robert Morris College (PA)	*				
Rochester Institute of Technology (NY)				*	
ROCKFORD COLLEGE (IL)	*	*	*	*	*
Rockhurst College (MO)		*	*	*	*
Rockmont College (CO)			*		
Rocky Mountain College (MT)				*	*
Rollins College (FL)	*				
Roosevelt University (IL)	*		*	*	*
Rose-Hulman Institute of Technology (IN)			*	*	*
Rosemont College of the Holy Child Jesus (PA)	*	*			
Russell Sage College (NY)				*	*
Rust College (MS)	*			*	*
Sacred Heart College (NC)		*	*	*	*
Sacred Heart University (CT)	*		*	*	*
Saint Anselm College (NH)	*	*	*		
Saint Augustine's College (NC)			*		
Saint John's University (MN)		*		**	**
SAINT JOSEPH COLLEGE (CT)	*	*	*	*	*
Saint Joseph's College (CA)			*		
Saint Joseph's College (IN)	*	*			*
Saint Leo College (FL)		*			
Saint Mary College (KS)		*	*	*	*
Saint Mary's College (IN)	*				
Saint Mary's College (MI)					*
Saint Mary's College (MN)	*		*	*	*
Saint Mary's College of California (CA)					*
Saint Meinrad College (IN)					*
Saint Michael's College (VT)			*	*	*
Saint Paul's College (VA)		*	*		*
Saint Peter's College (NJ)	*	*	*	*	
Saint Thomas Theological Seminary (CO)			*	*	
SAINT VINCENT COLLEGE (PA)	*	*	*	*	*
Saint Xavier College (IL)		*			*
Salem College (NC)		*	*	*	*
Salem College (WV)		*		*	
Salve Regina - The Newport College (RI)	*	*		**	*
Samford University (AL)				*	
San Jose Bible College (CA)				*	
Santa Clara University (CA)				*	
Sarah Lawrence College (NY)	*				
Scarritt Graduate School (TN)		*		*	*
School for International Training of the Experiment in International Living (VT)			*		
School of the Art Institute of Chicago, The (IL)			*	*	
SCHOOL OF THE OZARKS, THE (MO)	*	*	*	*	*
School of Theology at Claremont (CA)				*	
Schreiner College (TX)					*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Scripps College (CA)			*		*
Seabury-Western Theological Seminary (IL)			*		
Seattle Pacific University (WA)	*		**	**	*
SEATTLE UNIVERSITY (WA)	*	*	*	*	*
Seton Hall University (NJ)				**	
SETON HILL COLLEGE (PA)	*	*	*	*	*
Sheldon Jackson College (AK)				*	*
Shenandoah College & Conservatory of Music (VA)	*				
Shorter College (GA)					*
SIENA COLLEGE (NY)	*	*	*	*	*
SIENA HEIGHTS COLLEGE (MI)	*	*	*	*	*
Simpson College (CA)		*	*		
SIMPSON COLLEGE (IA)	*	*	*	*	*
Sioux Falls College (SD)		*			*
Skidmore College (NY)			*	*	*
Smith College (MA)					*
Southeastern Baptist Theological Seminary (NC)					*
Southeastern Bible College (AL)				*	
Southeastern University (DC)				*	*
Southern California College (CA)		*	*		*
Southern College of Seventh-Day Adventists (TN)		*			
Southern Methodist University (TX)	*	*	*		*
Southwest Baptist University (MO)			*	*	*
Southwestern Adventist College (TX)			*		
Southwestern Assemblies of God College (TX)			*	*	*
Southwestern College (KS)	*	*	*		*
Southwestern University (TX)	*	*			
Spalding University (KY)		*	*	*	*
Spelman College (GA)		*		*	
Spring Arbor College (MI)					*
Spring Hill College (AL)		*	*		
Springfield College (MA)		*	*	*	*
St. Andrews Presbyterian College (NC)		*			
St. Bonaventure University (NY)		*		*	*
St. Edward's University (TX)	*		*	*	*
St. Francis College (NY)		*	*	*	*
St. John Vianney College Seminary (FL)			*		*
St. John's University (NY)	*				
St. Lawrence University (NY)				*	
St. Martin's College (WA)		*	*		
St. Mary's College of California (CA)	*	*	*	*	
St. Mary's Dominican College (LA)	*	*			
St. Mary's Seminary College (MO)			*		
St. Mary's University (TX)		*	*	*	*
ST. NORBERT COLLEGE (WI)	*	*	*	*	*
St. Paul Bible College (MN)	*				*
Stephens College (MO)	*				
Stetson University (FL)					*
Stillman College (AL)				*	*
Stevens Institute of Technology (NJ)			*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Strayer College (DC)	*				
SUFFOLK UNIVERSITY (MA)	*	*	*	*	*
Susquehanna University (PA)	*		*	*	*
Sweet Briar College (VA)	*	*			*
Syracuse University (NY)	*	*	*		*
Tabor College (KS)		*	*	*	
Talladega College (AL)			*		*
Taylor University (IN)		*	*	*	*
Tennessee Wesleyan College (TN)				*	
Texas Christian University (TX)		*	*	*	*
Texas College (TX)		*			
Texas Lutheran College (TX)		*		*	*
Thiel College (PA)		*			
Thomas College (ME)	*		*	*	*
Thomas More College (KY)		*	*		
Tiffin University (OH)				*	
Tift College (GA)				*	
Tougaloo College (MS)			*		
Transylvania University (KY)	*	*	*		*
Tri-State University (IN)		*		*	*
Trinity Christian College (IL)			*	*	*
Trinity College (CT)		*			
Trinity College (DC)	*	*	*		*
Trinity College (IL)	*	*			
TRINITY COLLEGE (VT)	*	*	*	*	*
Trinity Lutheran Seminary (OH)				*	*
TRINITY UNIVERSITY (TX)	*	*	*	*	*
Tulane University (LA)	*		*	*	*
Tuskegee Institute (AL)	*		*		
Union College (KY)			*		
Union Theological Seminary in Virginia (VA)			*		
United Theological Seminary of the Twin Cities (MN)			*	*	*
Unity College (ME)	*				
Universidad Central de Bayamon (PR)			*		
University of Charleston, The (WV)					*
University of Dallas, The (TX)		*	*	*	
UNIVERSITY OF DAYTON (OH)	*	*	*	*	*
University of Denver (CO)	*				
University of Detroit (MI)	*		**	*	**
University of Dubuque, The (IA)		*	**		**
University of Evansville (IN)				*	
University of Hartford (CT)			*		*
University of Judaism (CA)			*		*
UNIVERSITY OF LA VERNE (CA)	*	*	*	*	*
University of Mary Hardin Baylor (TX)		*			
UNIVERSITY OF MIAMI (FL)	*	*	*	*	*
University of New England-Undergraduate Colleges (ME)		*			
University of New Haven (CT)		*			
University of Pennsylvania (PA)	*				
UNIVERSITY OF PORTLAND (OR)	*	*	*	*	*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
University of Puget Sound (WA)				*	
University of Richmond (VA)			*	*	*
University of Redlands (CA)			*		
UNIVERSITY OF SAN DIEGO (CA)	*	*	*	*	*
University of San Francisco (CA)		*			
University of Santa Clara (CA)	*	*	*		
UNIVERSITY OF SCRANTON (PA)	*	*	*	**	**
University of St. Thomas (TX)			*	*	*
University of the Sacred Heart (PR)	*	*	*		
University of the South, The (TN)		*	*	*	*
University of Tampa (FL)	*	*	*	*	
University of Tulsa (OK)		*	*	*	*
Upsala College (NJ)	*		*		*
Urbana University (OH)			*		*
URSULINE COLLEGE (OH)	*	*	*	*	*
Utica College of Syracuse University (NY)			**		
Valparaiso University (IN)		*	*	*	*
Vassar College (NY)	*		*		*
VILLA MARIA COLLEGE (PA)	*	*	*	*	*
Virginia Union University (VA)		*	*		*
Virginia Wesleyan College (VA)	*				
VITERBO COLLEGE (WI)	*	*	*	*	*
Voorhees College (SC)	*			*	*
Wabash College (IN)	*	*	*		*
Wagner College (NY)		*			*
Walla Walla College (WA)				*	
WALSH COLLEGE (OH)	*	*	*	**	**
Walsh College of Accountancy & Business Administration (MI)			*		
Warner Pacific College (OR)		*		*	*
Warner Southern College (FL)		*	*	*	
Wartburg College (IA)			*	*	*
Wartburg Theological Seminary (IA)			*	*	*
WASHINGTON AND JEFFERSON COLLEGE (PA)	*	*	*	*	*
Washington and Lee University (VA)		*		*	*
Washington Bible College (MD)			*	*	*
Washington Theological Union (MD)					*
Waynesburg College (PA)	*	*	*	*	
Webb Institute of Naval Architecture (NY)			*	*	
Wentworth Institute of Technology (MA)	*			**	
Wesley College, Inc. (DE)					*
Wesleyan College (GA)				*	*
Wesleyan University (CT)			*		*
WEST VIRGINIA WESLEYAN COLLEGE (WV)	*	*	*	*	*
Western Baptist College (OR)		*		*	
Western Bible College (CO)			*		
Western Conservative Baptist Seminary (OR)	*		*	*	*
Western Maryland College (MD)		*	*	*	*
Western New England College (MA)		*	*	*	
WESTMAR COLLEGE (IA)	*	*	*	*	*
Westminster College of Salt Lake City (UT)		*	*	*	*
Westminster Theological Seminary (PA)			*		*

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87
Weston School of Theology (MA)					*
Wheaton College (IL)					*
Wheaton College (MA)				*	
Wheeling College (OH)		*			
Wheeling College, Inc. (WV)	*		*		*
WHITMAN COLLEGE (WA)	*	*	*	*	*
Whittier College (CA)		*	*	*	*
Widener University (PA)	*	*	*		*
Wilberforce University (OH)				**	**
Wilkes College (PA)	*	*		*	
WILLIAM JEWELL COLLEGE (MO)	*	*	*	*	*
WILLIAM MARSH RICE UNIVERSITY (TX)	*	*	*	*	*
WILLIAM PENN COLLEGE (IA)	*	*	*	*	*
Williams College (MA)		*			
Wilmington College (DE)		*		*	
Wilmington College (OH)	*	*	*		*
Wilson College (PA)		*		*	*
Wingate College (NC)			*	*	*
WITTENBURG UNIVERSITY (OH)	*	*	*	**	**
Woodbury University (CA)					*
Worcester Polytechnic Institute (MA)	*		*		*
Xavier University (OH)	*	*	*		
York College of Pennsylvania (PA)		*	*		*
	299	355	446	440	478

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE FIVE YEARS OF THE SURVEY: 762.

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE FIVE YEARS OF THE SURVEY: 104.

TOTAL OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE "TREND STUDY YEARS" OF 1983-84 (SECOND) AND 1986-87 (FIFTH): 233.

GRAND TOTAL OF TIMES THAT PRIVATE COLLEGES AND UNIVERSITIES HAVE PARTICIPATED IN THE CUPA NATIONAL FACULTY SURVEY BY DISCIPLINE AND RANK OVER THE FIVE YEARS OF THE SURVEY: 2,018.